

Strengthening Human Capital

Awareness of MISSION, VISION, and VALUE

To make society happy through food, it is essential to instill MISSION, VISION, and VALUE. For over 30 years, we have provided opportunities to deepen understanding of our founding principles and corporate philosophy. Various initiatives continue to promote the MISSION, VISION, and VALUES.

NISSIN CREATORS AWARD

Once a year, we award employees who have demonstrated creativity, achieved outstanding accomplishments, and made significant contributions to improving corporate value and brand value. As the embodiment of EARTH FOOD CREATOR, our goal is for all employees to cultivate creativity, celebrate each other's achievements, and support one another's growth. For example, the Special Employee Award is determined by employee voting among the outstanding awards. Winners receive numerous congratulatory messages from colleagues, fostering a culture where everyone appreciates and supports the efforts of both individuals and teams.



FY 3/2023 Excellence Award Recipients

CHICKEN RAMEN Birthday In-Person Sales

On August 25, the anniversary of the launch of CHICKEN RAMEN, employees have the opportunity to participate in face-to-face sales at stores and reflect on our social mission as a food manufacturer.



Group Philosophy Education During Onboarding

New employees and career hires undergo training to learn about the historical background, the founder's vision behind CHICKEN RAMEN, the world's first instant noodle, and the company's history and growth.



Support for Autonomous Career Development

The Group provides various personnel systems to help employees develop their skills and reach their full potential. For example, we place employees with the right skills in the right positions, aiming for a system where the right people are in the right roles. This includes the NISSIN-style job-based model, an overseas trainee program for young employees, and systems for career declarations and open recruitment to support self-directed career development.

NISSIN-Style Job-Based Model*

A system designed to place the right employee in the right position, considering their diverse experience, expertise, and values. By defining and specifying the duties needed to achieve the Mid-to Long-Term Growth Strategy 2030, we support employees in developing autonomous careers that align with their diverse employment perspectives. Linking compensation to market levels helps us attract and retain top talent.

*Implementation will start in April 2024 for management posts.

• Job Description

We added clearly defined job descriptions to the annual salary system adopted earlier

• Market-Rate Compensation

We conducted a market comparison of annual salary levels, raising the overall level and revising annual salary amounts for individual posts

• Multi-Path Career Courses

Establish a professional course for specialized personnel and create new posts for the early development of next generation candidates

Overseas Trainee Program

This program is designed for young employees who wish to work overseas. Employees acquire the knowledge and skills needed for global management by gaining practical experience at an overseas operating company. To accelerate the growth of our overseas business, the Group actively supports the early development and career advancement of employees with an overseas orientation.

A Message From an Overseas Trainee

Building a Career Through Overseas Experience

Studying abroad in the U.S. exposed me to diverse values, which sparked my desire to work abroad in the future. After joining the company, my work created an interest in China, a leading e-commerce country, and I applied for a position as a trainee in Shanghai. During my year as a trainee, I saw the market expand and change quickly. I was motivated greatly by working closely with the management team and being part of an environment that challenged me. Through various new experiences, I figured out the skills I need, what I want to do abroad in the future, and how I can contribute to the company and society. This helped me clarify my lifelong goals while enjoying being myself. Studying abroad energized me both mentally and physically, and it has shaped my current career.



Akari Iida
NISSIN FOODS
VIETNAM

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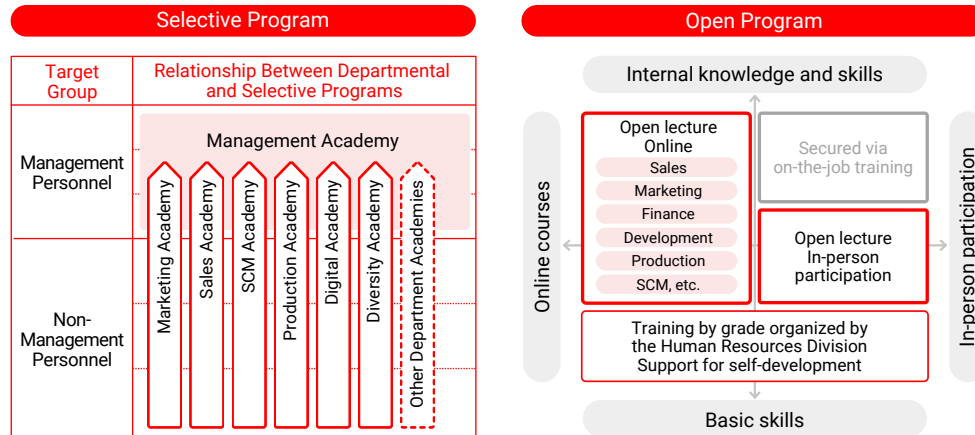
Human Resource Development Centered on NISSIN ACADEMY

To support employees in developing their careers autonomously and to foster healthy internal competition, we established NISSIN ACADEMY in FY 3/2021 to strengthen talent development.



Selective/Open Program

We provide open programs such as position-based training self-development support for all employees. We also provide selective programs such as development training for management and leadership candidates in each department.



Human Resource Development and Training Data

Since establishing NISSIN ACADEMY, we have actively enhanced our selective and open programs. As a result, the total cost of human resource development, the training cost per employee, and the training hours per employee have been increasing and are expected to continue to increase in the future.

	FY 3/2022	FY 3/2023	FY 3/2024
Total cost of human resource development	¥118,735,000	¥141,149,000	¥201,015,000
Training expenses per person ^{*1}	¥52,936	¥59,860	¥78,216
Training hours per employee ^{*2}	16 hours	21 hours	25 hours

*1 The total training cost for each fiscal year is divided by the number of employees at the end of each fiscal year to calculate the cost per employee.

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Diversity, Equity, and Inclusion

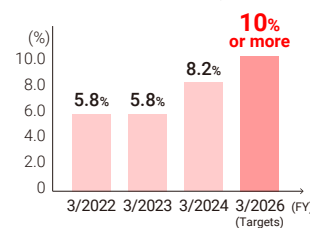
To remain as an EARTH FOOD CREATOR, the Group actively recruits and appoints personnel with diverse strengths and expertise. The NISSIN FOODS Group Human Rights Policy prohibits discrimination and harassment based on race, ethnicity, nationality, religion, belief, birthplace, gender, sexual orientation, gender identity, age, disability, and other attributes. We also strive to ensure fair and equitable treatment in hiring and in subsequent promotion and advancement.

Encouraging Female Participation

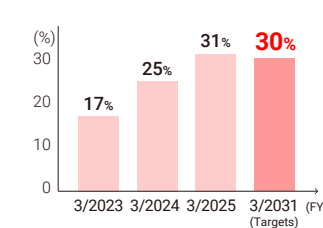
We focus on creating supportive employment systems that support employees in balancing work and childcare. We also focus on raising awareness within the Group. We actively pursue various initiatives to increase the number of women in key positions.

- Set numerical targets in each department
- Sponsorship program where executives are committed to training personally
- Management training for supervisors in a diverse environment
- Programs to develop women's leadership skills
- Networking and study sessions for women

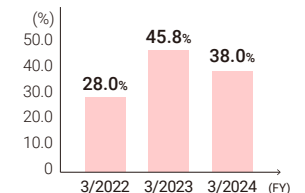
Ratio of Women Managers



Ratio of Women Executives



Ratio of Women in New Graduate Recruitment



A Message From a Woman Executive

Promoting the Advancement of Women in the NISSIN FOODS Group

I believe that, in addition to creating a comfortable working environment, motivating women to advance in their careers is a key factor in encouraging their participation. Alongside sponsorship and various training programs, we promote a positive attitude toward promotions by engaging with diverse role models and strengthening the women's network. Initially, female employees who were hesitant have increasingly gained confidence over the years, thinking, "I can do this. I'll give it a try." We also see a steady increase in numbers for those employees. We will continue to support these employees from various angles to ensure they achieve solid results at work and remain highly motivated for promotion.



Kanade Hanamoto
Executive Officer,
CCO